



DAVID E. JANSSEN
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County of Los Angeles CHIEF ADMINISTRATIVE OFFICE

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June 20, 2005

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

2005-2006 PERSONNEL STAFFING ORDINANCE (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve an amendment to Title 6, Salaries, of the County Code to update the departmental articles to reflect the positions included in the FY 2005 – 2006 Proposed Budget.
2. Approve amendments to Title 5, Personnel, and Title 6, Salaries, of the County Code to make changes in compensation for designated positions, delete obsolete provisions, and make other technical changes and corrections. The substance of these changes is summarized in the Attachment.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The recommended action to update the Title 6 departmental articles fulfills the Charter requirement to provide by ordinance for the number of County employees. Recommended actions also include revisions to the compensation of five classes. The result of these actions will appropriately reflect the number of positions by classification approved in the FY 2005 – 2006 Proposed Budget.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Organizational Effectiveness Goal, by providing appropriate staffing levels to achieve departmental operational needs.

FISCAL IMPACT/FINANCING

Pursuant to Chapter 6.06 of the County Code, department heads may fill only those positions funded in the budget and for which the Chief Administrative Office has placed no restriction on filling.

The cost of and financing for these recommendations have been included in the FY 2005 – 2006 Proposed Budget. The County's pension actuary, Mellon, has advised that the proposed salary adjustments will have no negative impact on the funded status of the retirement system.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Pursuant to Article III, Section 11 (3) of the Charter of the County of Los Angeles, the Board of Supervisors is to provide, by ordinance, for the number of assistants, deputies, clerks, attaches, and other persons employed in the service of the County.

The accompanying ordinance amending Title 5, Personnel and Title 6, Salaries, of the County Code has been approved as to form by the County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of these recommendations will enable departments to effect personnel actions associated with the FY 2005 – 2006 Proposed Budget.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
WGL:PC:df
Attachment

c: County Counsel
Auditor-Controller
Executive Officer, Board of Supervisors
Department of Human Resources
Affected Departments

ATTACHMENT

RECOMMENDED CHANGES

In addition to updating the department articles to reflect the number of positions by classifications in the FY 2005 - 2006 Proposed Budget, the following changes are being recommended:

- The changes in Title 5 would amend the County's retiree health insurance program with respect to persons employed as "L" items. For these individuals, the program would recognize prior public service at the federal, state, or local government level providing (a) the affected individuals are otherwise entitled to a retiree health insurance subsidy based solely on their County or other qualifying employment, and (b) no other public employer is providing retiree health insurance based on the outside service. This change would update the County's executive pay policy and enhance its recruitment capabilities by recognizing the fact that many of the most qualified candidates for these critical positions are individuals with extensive outside public sector experience.
- Amend the Physician Pay Plan to:
 1. Allow the placement of an incumbent physician at any rate within an established pay range by the Board of Supervisors or the Chief Administrative Officer.
 2. Adjust the rate for certain emergency room physicians from \$65.00 to \$66.63 per hour and clarify that the Director of Health Services, with the approval of the Chief Administrative Officer, may adjust this rate by establishing one or more alternative rates up to 50 percent higher when a shortage of emergency room physicians threatens public health or safety.
 3. Amend the physician compensation limits provision to provide that when approved by the Chief Administrative Officer physicians may hold more than one County position.
- Amend the Bilingual Pay provisions to delete obsolete references to part-time employees paid on items "P" through "Z."
- Amend Note AC to correct and bring into conformance with MOU provisions by adding Clinic Nurse II, Operating Room Nurse II, Staff Nurse and Staff Nurse, Sheriff to the classifications eligible to be compensated, based on education and experience, on a one, two or three step range. Repeal Note AD as it is obsolete.

- Amend the Command Pay provisions in the Fire Departmental articles to correct an inadvertent omission of the classes of Assistant Chief, Forestry Division, Chief, Forestry Division, Section Chief, Lifeguard Services, Fire, Assistant Chief Lifeguard Services, Fire, and Chief Lifeguard Services, Fire.
- Change the benefit designation to Mega-flex, and Savings Plan eligibility for the classes of Supervising Forensic Identification Specialist and Supervising Crime Analyst, Sheriff to recognize the non-represented status of these classes.
- Add Note W to the non-represented class of Hazardous Material Control Manager, Fire to establish a sixth step in the salary range and preserve an appropriate pay differential over the subordinate class of Supervising Hazardous Materials Specialist, which is also compensated with a Note W.
- Adjust the Management Appraisal and Performance Plan (MAPP) pay range from R8 to R9 for Chief Deputy Director of Consumer Affairs (UC) and from R11 to R12 for Administrative Deputy, Public Defender. These adjustments will provide compensation commensurate with the current organizational structures in these departments and the related duties and responsibilities of these positions.

The Ordinance is not provided in this package due to the volume of the document.